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# About the HRS4R process

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# Initial process (2010-2016): Implementation of the Charter & Code

- Objectives
  - Contribute to the ERA
  - Improve researchers' working conditions
  - Provide tools for research institutions
  - Enter the process, Coherence
- Requested
  - Formal commitment to the Charter and Code
  - Apply for the logo on the basis of a Gap Analysis + Action Plan
- Procedure
  - Development of the implementation process with cohorts
  - 2y+2y cycling process with external evaluation
  - Site visit every 4y



# Strengthened process (2017- ): Implementation of the Charter & Code

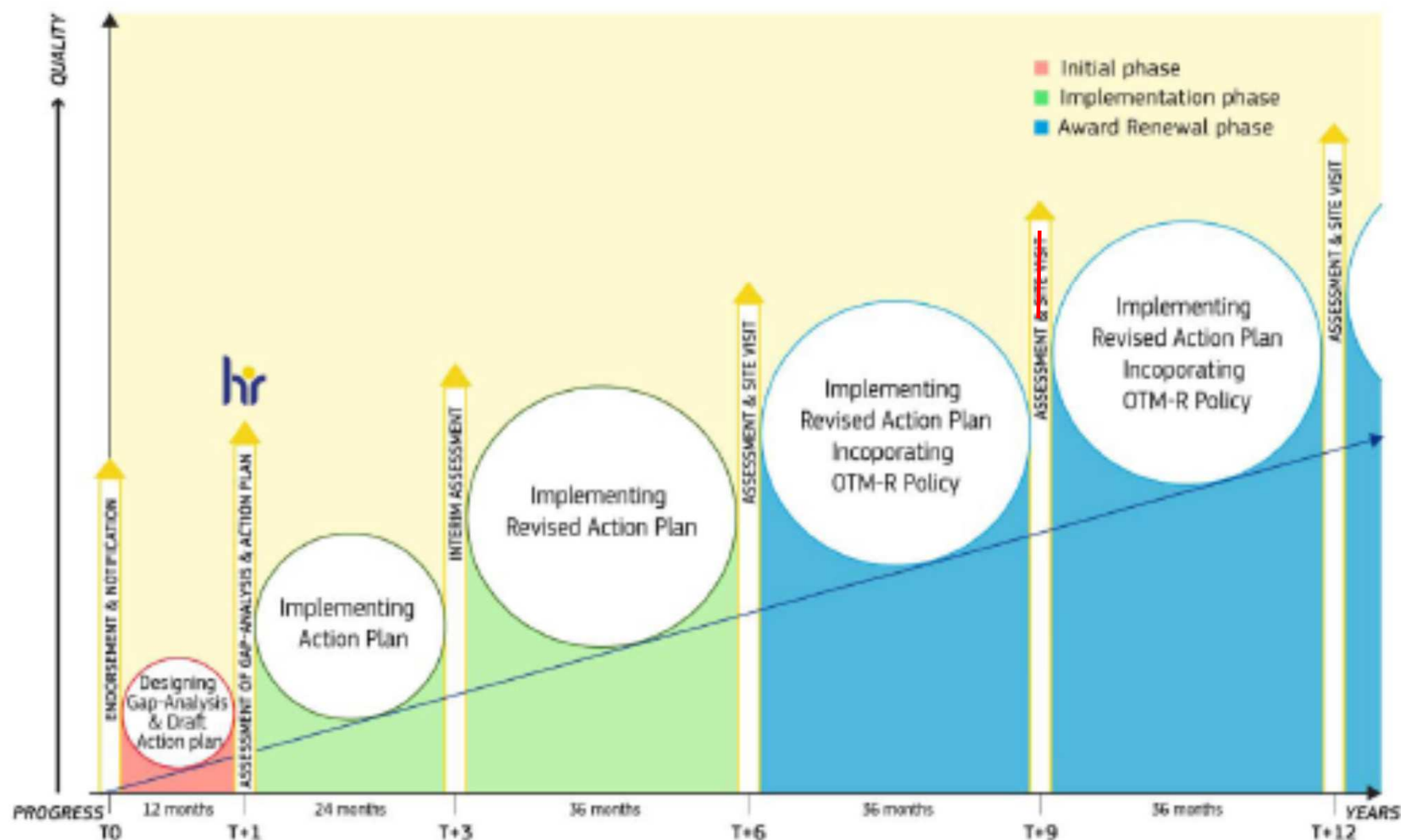
- Objectives
  - Contribute to the ERA
  - Improve researchers' working conditions
  - Provide tools for research institutions
  - Enter the process, Coherence, **Ambition, Quality**
- Requested
  - Formal commitment to the Charter and Code
  - Apply for the award on the basis of a Gap Analysis + Action Plan
- Procedure
  - **Clarification and simplification**
  - **3y+3y** cycling process with external evaluation
  - Site visit every **6y**



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APPLICATION	Original process	Strengthened process
Reference documents	x recommendation	x reports and guidelines
Proceed to the gap analysis	x	x (per principle) + OTM-R checklist
Write an action plan	x	x
Use templates to report on the Gap Analysis and Action Plan	-	x
Publish the gap analysis	-	-
Publish the action plan on the website (free format)	x + relevant information	x
Application & external evaluation	x LOGO	x AWARD + limited resubmission



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IMPLEMENTATION	Original process	Strengthened process
Steering committee	x	x
Executive committee	x	x Be clear on responsibilities
Involvement of stakeholders	x	x
Periodic self-assessment (incl. Update AP)	x Recommendation: 1/y	x review GA regularly also
Reporting of progress	X (2y)	X (3y) + template
External assessment	X (2-4y)	X (3y) + templates
Site visit	X (4y)	X (6y)

- International team of 3 assessors
- Assessors are peers
- They provide comments and advices on what you submit
- They motivate their decision
- Site visit:
  - Based on the reports and an negotiated agenda
  - Meeting with stakeholders
  - Discussion on involvement, progress, benefits and future objectives
  - Report on ambition, quality, coherence

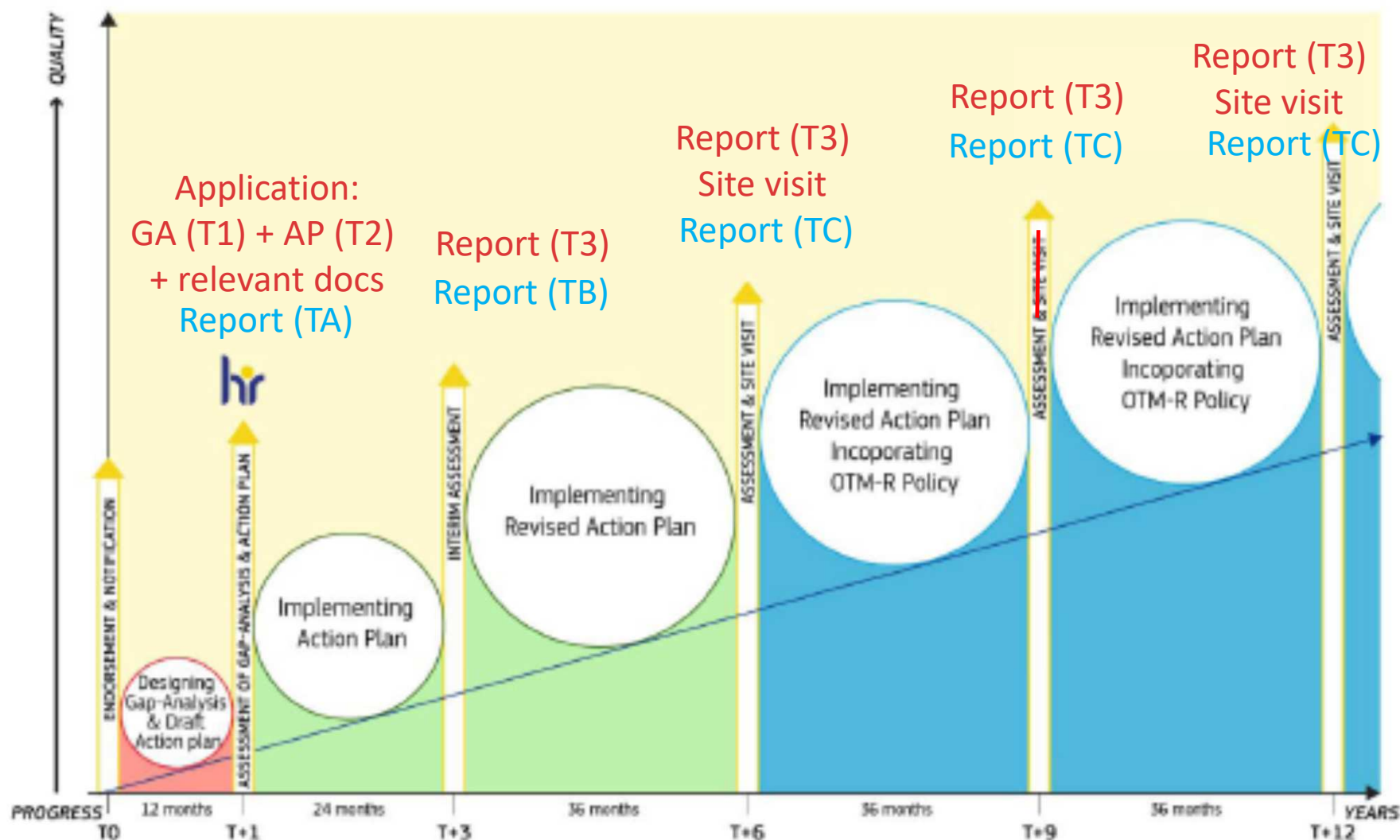




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- HRS4R cont'd
  - Continuous process
  - Embedment (OTM-R, quality, ...)

- IT tools
- New labels





## Usefull links

- EU Guidelines and templates:  
<https://euraxess.ec.europa.eu/useful-information/policy-library#document-collapsible-research-careers-strengthened-hrs4r-process>
- Assessing HRS4R applications under the strengthened procedure, K. Vandeveld & I. Halleux, 2017:  
<https://orbi.uliege.be/handle/2268/215415>
- Erasmus Staff Exchange week on HRS4R Assessment @ULiege, 12-16/3/2018:  
[https://www.recherche.uliege.be/cms/c\\_9622671/fr/erasmus-staff-training-12-16-march-2018-hrs4r-assessment](https://www.recherche.uliege.be/cms/c_9622671/fr/erasmus-staff-training-12-16-march-2018-hrs4r-assessment)



# Why the award?

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# Benefits for institutions

- Institutional contribution to international issues
- Collaborative project
- Involvement of stakeholders
- Coherence of actions





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# Benefits for institutions

- Leverage effect
- Full Transparency for stakeholders
- International Visibility and recognition
- Engagement
- « Evidence » art. 32 MGA
- ??? Incentive



# Benefits for stakeholders

- Research as a job of institutional concern
- Better working conditions
- Career development
- Partnership
- A tool for EU applications





# Publications

- HRS4R News and Events:

<https://euraxess.ec.europa.eu/jobs/hrs4r>

- Benefits at University College Dublin, J. Synnott, 2013:

[http://www.cesaer.org/content/assets/docs/CESAER2013\\_HRS4R\\_UCDu\\_blin\\_Justin.pdf](http://www.cesaer.org/content/assets/docs/CESAER2013_HRS4R_UCDu_blin_Justin.pdf)

- What are the HRS4R benefits/impact for the institutions and researchers?, I. Halleux, 4/2017:

<https://orbi.uliege.be/handle/2268/210281>